

THE PERMANENCY PLANNER

Michigan's Foster Care Review Board Program

Supporting safe and timely permanency through review, advocacy, and collaboration.

Summer 2010



Parent/Child Visitation and Its Impact on Family Reunification

By Jim Novell, Program Manager, Foster Care Review Board

Within the context of child welfare, family “reunification” refers to the process of safely and permanently returning foster children to their own parent or parents. This is the preferred permanency goal and a key underlying tenet of state and federal child welfare policy, which holds that it is in a child’s best interests to be raised by their parents whenever possible. There are two primary reasons for this preference.

First, parents raising their own children is an inherently natural concept deeply rooted in American law and tradition – numerous federal court decisions have concurred that parents have the fundamental right to direct the care, custody, and control of their children and that governments must presume that parents will strive to act in their child’s best interests, unless proven otherwise.

Second, reunification serves both the child’s best interests *and* society’s best interests. We know that children suffer significant adverse emotional and developmental consequences when separated from their parents for long periods of time or when family ties are permanently broken. As these children grow older, they are limited in their ability to adapt and meet the challenges inherent to becoming responsible, contributing members of society.

In addition, the safe, timely, and permanent return of children to their parents helps to conserve the increasingly limited resources of our child welfare system. The other four federally approved permanency goals (adoption, guardianship, placement with a fit and willing relative, and “Another Planned Permanency Living Arrangement” or APPLA) all require continued expenditures through ages 18 to 20.

Michigan continues to perform below the required federal standards for timeliness of reunification. Furthermore, this state reunifies approximately 50 percent of the children that are brought into care, a rate that appears to be right around the national average. “Average,” however, should never be an acceptable figure, especially when we are talking about our state’s most vulnerable children and families.



The work will wait while you show the child the rainbow, but the rainbow won't wait while you do the work.”
Patricia Clafford

Michigan has made significant progress in two of the three permanency areas measured by our recent Child and Family Services Review. The federal reviewers found that we improved in both “timeliness of adoptions” and “permanency for children and youth in foster care for long periods of time.” This was accomplished primarily by identifying and implementing proven practices that promote timely adoptions and (especially for older children) achieve other permanency arrangements. Michigan will need to take a similar approach in order to improve both the timeliness and frequency of reunifying children with their own parents.

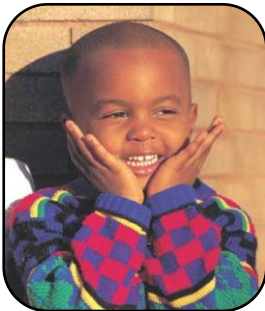
(Continued on next page.)

Parental visitation with children once they have entered care is a key determinant in achieving timely reunification. Research indicates that regular, frequent, and high quality parental visitation, preferably in non-institutional settings, increases the likelihood of successful reunification, maintains or promotes healthy attachment, and reduces the separation trauma for both the child and the parent. These benefits are desirable for all children and families served by our foster care system.

The related literature indicates that parent-child visitation should be viewed not just as a perfunctory requirement, but as a planned therapeutic intervention that offers the opportunity to begin to heal a damaged or troubled parent-child relationship. Frequent visitation allows the parent to practice new skills and attitudes toward parenting and offers the caseworker real life opportunities to evaluate the parent-child relationship and the parent's ability and willingness to learn new ways of interacting with the child.

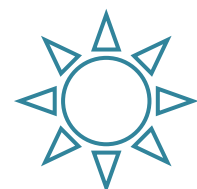
Unfortunately, visitation between a child and parent occurs too infrequently in most cases, much to the detriment of the parent-child relationship. Literature and practice show that agencies often justify infrequent visitation opportunities by citing either a lack of resources to provide the necessary supervision and parental support, or the agency's belief that parents must "earn" additional time with their children. Both of these appear to be prevalent barriers to frequent and high quality parent-child visitation in Michigan.

To begin to address these barriers, the Foster Care Review Board, in collaboration with the State Court Administrative Office's Court Improvement Program, will sponsor a conference on November 4, 2010, in Mt. Pleasant titled "The Role of Parent/Child Visitation in Achieving Timely Reunification." We are excited to have the very best national experts on this topic traveling to Michigan to speak at this event. Judge Leonard Edwards, recipient of the prestigious William H. Rehnquist Award for Judicial Excellence, is our keynote speaker. Judge Edwards wrote what is likely the definitive article on this topic¹. If you attend the conference, we highly recommend you read this article beforehand. He will speak on judicial oversight and leadership in ensuring frequent, high quality parent-child visitation and its impact on achieving reunification.



Rose Wentz, from the National Resource Center for Permanency and Family Connections at the Hunter College School of Social Work, will present on planned, purposeful, and progressive visitation. Kelly Beck, JD, with the Seneca Center for Children and Families, will provide information on how attorneys who represent parents and children can advocate effectively with the court regarding their clients' visitation needs. We will also have presenters from the Iowa Department of Human Services. They will describe what they have accomplished, despite limited resources and logistical barriers, to improve the frequency and quality of parent-child visitation in their state.

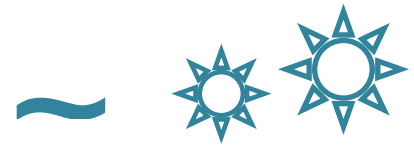
This is an important conference for jurists, attorneys, caseworkers, supervisors, managers, CASAs, and Foster Care Review Board members as we work together to improve both the timeliness and frequency of reunification for children and their parents. (This conference is provided free of charge.)



¹ *Judicial Oversight of Parental Visitation in Family Reunification Cases*, Judge Leonard P. Edwards, *Juvenile and Family Court Journal*, spring 2003.

Permanency Forum

By Kelly Howard, Director, Child Welfare Services



We have previously reported on the success of the “Adoption Forum,” a county-based multidisciplinary collaboration involving our state’s largest 13 counties. The Adoption Forum focused on breaking down the barriers to adoption. Supreme Court Justice Maura D. Corrigan and Department of Human Services Director Ismael Ahmed spearheaded the project in 2008 by asking each of the 13 counties to form a team of child welfare experts who met regularly to resolve problems and finalize adoptions.

Due to the amazing success of the Adoption Forum, most notably a 16 percent increase in adoptions to the highest-ever number (3,030 in 2009), the project was expanded beyond just adoption to all forms of permanency and extended to include the next 11 largest counties. There are now 24 counties in the “Permanency Forum” collaboration. The Permanency Forum county teams focus on finding permanency for children who have been in foster care the longest.

Following the Adoption Forum’s model, the 24 Permanency Forum counties assembled cross-disciplinary teams led by the family division judge and included the county DHS child welfare manager, a lawyer guardian ad litem, a DHS and/or private agency caseworker or supervisor, an attorney who represents parents, a court-appointed special advocate, and other key county stakeholders. The county teams were asked to consider and report back on their county’s most common reasons for permanency delay. The counties participating in the Permanency Forum, with the new 11 counties highlighted in **bold**, are:

Bay

Berrien

Calhoun

Clinton

Genesee

Ingham

Ionia

Jackson

Kalamazoo

Kent

Lenawee

Macomb

Midland

Monroe

Muskegon

Oakland

Ottawa

Saginaw

Shiawassee

St. Clair

St. Joseph

Van Buren

Washtenaw

Wayne



The 24 county teams convened in East Lansing on April 30, 2010. The keynote speaker for the forum was Don Koenig, Director of Family Preservation at Catholic Social Services of Western Washington. Mr. Koenig provided a national perspective on family search and engagement strategies that other states have employed successfully. The forum also included a panel from Ionia County whose members provided unique insights into how the Ionia County Circuit Court collaborates with its local Community Mental Health Department and DHS offices to blend funding sources and effectively provide services to children and families. A major benefit of the Permanency Forum is the opportunity for counties across the state to come together to share their local experience, strategies, and perspectives.

The next Permanency Forum is scheduled for October 29, 2010. After that meeting, the planning committee will work to communicate the 24 participating counties’ “best practice” information to all the other Michigan counties.

By paving the path to permanency for hundreds of Michigan children, these adoption and permanency forums have made a great contribution to children’s lives and set a new standard of collaboration within the state.

Please contact Kelly Howard for additional information at HowardK@courts.mi.gov.

Foster Care Review Board 2009 Annual Training Conference

"Best ever!" That was how the majority of attendees evaluated the 2009 FCRB Annual Training conference in Grand Rapids, which addressed the following theme: "Effectively Involving Children and Youth in the Court Process."

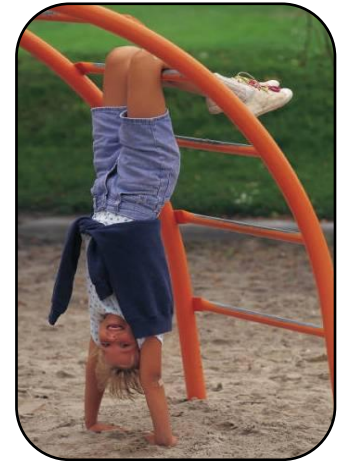
We wish to extend appreciation to our national speakers, retired Judge Stephen Rideout (now a judicial consultant), Misty Stenslie (Foster Care Alumni of America), Judge Karen Ashby (Denver Juvenile Court), and Dr. Joanne Solchaney (University of Washington). We also want to thank our panel of local court officials and caseworkers, Charles Covello, Fred Gruber, Dr. Anne Hacker, Suzi Mitchell, Judge Leslie Kim Smith, and Judge Karen Tighe. And we offer special thanks to the youth panelists, Erika, Ronald, and Andrico.


It is worth noting that a Court Improvement Program (CIP) workgroup has subsequently convened to develop protocols and practices for involving children and youth in their dependency hearings.

Another highlight of the conference involved Chief Justice Marilyn Kelly, who presented the first annual Child Welfare Awards to a jurist, a caseworker, and a lawyer-guardian ad litem. Please note that, for 2010, two new awards will be added to honor a foster parent and a parent attorney. (See page 6 for nomination details.)

We concluded with a compelling and informative presentation on the John Seita Scholarship program, which pays the tuition and expenses of undergraduate courses at Western Michigan University for youth who are or have been in the foster care system.

WMU President Dr. John Dunn and Program Coordinator Dr. Yvonne Unrau did a great job of helping us understand the need for, and benefit of, WMU's commitment to these students. In addition to tuition and expenses, the scholarship program provides academic and social support to help maximize the student's potential for success. This presentation subsequently resulted in many of our review boards recommending that caseworkers inquire about the WMU scholarships on behalf of specific academically promising youth who will soon age out of the foster care system.



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THANK YOU to the following people who made donations to Big Family of Michigan at the FCRB Annual Training Conference last November. These donations are used to purchase holiday gift cards for older foster youth. (Several donors asked to remain anonymous.)

*Carline Bendig
Brenda Boyd
Lawrence Degg
Marvin Dick
Kathy Falconello
Elayne Gray
Angie Greenslade*

*Steve Ignatowski
Diana Liechty
Rosemary Sear
Kevin Sherman
Evelyn Smith
Joan Smith
Rita Smythe*

*Carol Stanton
Lynda Steele
Darnita Stein
Misty Stenslie
Lucinda Wakeman
Mary Wood
Claudia Yates*



Reunification Day



A number of national organizations worked together to organize the first National Reunification Day to celebrate families and communities coming together and to raise awareness of the importance of family reunification for children in foster care. Locally, Wayne County hosted its Family Reunification Day event on June 24 to honor and celebrate the accomplishments of several parents who conquered and overcame numerous obstacles in order to reunite with their children. Wayne County also recognized case managers, foster parents, and relative caregivers who assisted the parents in their efforts.

The Wayne County event was held at the Coleman A. Young Municipal Center. Presiding Family Court Judge Leslie Kim Smith organized the event. Justice Maura Corrigan was the keynote speaker. Michigan DHS Director Ismael Ahmed, FCRB Program Manager James Novell, Judge Mark Slavens, Chief Judge Virgil Smith, and Wayne DHS Director Margaret Warner also participated in the introduction of parents and children.

Reunification with family is the preferred outcome for children removed from their homes and placed in foster care. However, achieving that goal takes work, commitment, and investment of time and resources by parents, family members, caseworkers, attorneys, the court, and the community. Reunification Day allows us to recognize the parents and families who have worked so hard to regain custody of their children, and to acknowledge the people who supported and guided them throughout the process.

All in attendance at Wayne County's Family Reunification Day were left in awe of the participants who persevered and overcame incredible obstacles in order to reunite their families. One could not help but feel hopeful and optimistic for the many others currently working toward that same goal.



Judge Leslie Kim Smith, Ismael Ahmed, Judge Virgil Smith, Justice Maura Corrigan, Judge Mary Beth Kelly, Judge Mark Slavens



Judge Mark Slavens, Jim Novell



Judge Leslie Kim Smith, Elizabeth Warner, Judge Mary Beth Kelly

Calendar

- | | |
|-------------------|--|
| Sept. 23 | Fostering Change: A New Vision for Family Engagement
Kellogg Center, East Lansing
Contact: Nancy Rygwelski (517) 335-7793 |
| Sept. 24 | FCRB Advisory Committee
Hall of Justice, Lansing |
| Oct. 18-19 | U of M Conference: Child Abuse and Neglect - Prevention, Assessment, and Treatment
St. John's Conference Center, Plymouth, MI
Contact: www.impactssystemofcare.org |
| Oct. 27-28 | ACMH: Systems of Care Partnership and Possibilities: Sustaining Collaboration in Challenging Times
Radisson Hotel, Lansing
Contact: www.impactssystemofcare.org |
| Nov. 4-5 | FCRB Annual Training: The Role of Parent/Child Visitation in Achieving Timely Reunification (Nov. 4 Co-Sponsored by SCAO-CWS)
Comfort Inn & Suites, Mt. Pleasant, MI |





2010 Child Welfare Awards

*** Case Worker * Jurist * LGAL * Foster Parent * Parent Attorney ***

In November of each year, the Foster Care Review Board will annually recognize one case worker, one jurist, one LGAL, one foster parent, and one parent attorney for exemplary service to neglected and/or abused children in the State of Michigan.

Nomination forms are available on the FCRB page of the Michigan Courts website (under the header "Child Welfare Awards"): <http://courts.michigan.gov/scao/services/fcrb/fcrb.htm>

DEADLINE: SEPTEMBER 15, 2010

2009 WINNERS:

Foster Care Caseworker of the Year:

JEANNINE BENEDETTI

Michigan Department of Human Services, Western Wayne County

Jurist of the Year:

MICHAEL J. ANDEREGG

Chief Judge, Marquette County Probate and Juvenile Court

Lawyer-Guardian ad Litem of the Year:

RUBINA MUSTAFA

Staff Attorney, Detroit Center for Family Advocacy



The 2009 Annual Report of the Foster Care Review Board is now available online at the Michigan Courts website:

http://courts.michigan.gov/scao/resources/publications/reports/fcrb/fcrb_ar09.pdf



All editions of *The Permanency Planner* are available online at:

<http://courts.michigan.gov/scao/resources/publications/fcrbnewsletters/fcrbnews.htm>

Student Intern Update

Lucia Jorge completed her internship with the Foster Care Review Board this past May, and we wish her success in her future endeavors.

We welcome our next Wayne State University student intern, **Jessica Condesi**, who will join us in the Cadillac Place office this September.

2010 Orientation - - New Board Members

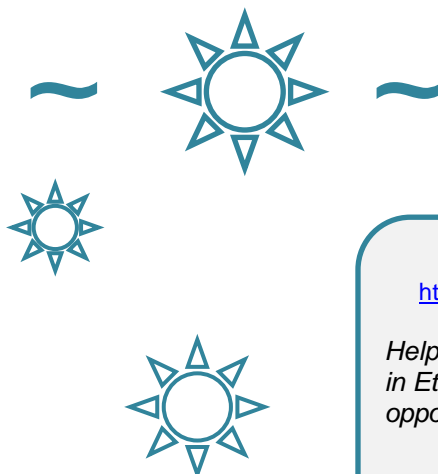
The Foster Care Review Board would like to welcome the following new volunteer board members who successfully completed their training and joined us this past April: →



We would also like to express our gratitude to the following people who participated as speakers, panelists, and training assistants: ↓

Opening Comments	Chief Justice Marilyn Kelly
Presenters	Erika Ferrell, DHS Youth Services
	Elizabeth Grace, Assoc Prof., Schoolcraft College
	Bruce Hoffman, Consultant, MI Children's Institute
	Paul Kowalski, DHS Foster Care Worker
	Mary Rossman, Consultant, MI Children's Institute
	Nancy Rostoni, DHS Foster Care Manager
	Hon. Mark Slavens, Family Court Judge, 3 rd Circuit Court
Panelists (former foster youth)	Raymond Griffin
	Emily Langenau
	Kayla Morgan
	Jarnetta Taylor
	Jameila Wilson-Wahid
Training Assistants	Brenda Boyd, Board #2
	Marvin Dick, Board #1
	Loretta Horton, Board #2

Bd	Name
4	Joy Inniss-Johnson
7	Beatrice Bikali (returning)
7	Patrick Arella
7	Clara Dawkins
14	Brendon Aspenson
14	Jon Fruytier
15	Gabrielle Hancock
15	Thomas Perry
16	Charles Foster
19	LeRoy Osborne
20	Arlen Facey
22	Joy Light
25	Bridgette Williams
25	Linda Dunn
25	Theresa Mattison
27	Lynda Jamison
28	Diana Zapalski
29	Alan Gould
29	Mary Jo Guest



Just Love Coffee

<http://www.justlovecoffee.com/help.aspx>

Helps to fund education for older orphans in Ethiopia. Also offers fundraising opportunities for groups and organizations.

(Submitted by Mary Lemanek, Bd. 4)



Indian Child Welfare Act:

A Statewide Commitment to Consistent Implementation

By Angel Sorrells, Management Analyst, Child Welfare Services

After receiving several questions and noting concerns expressed by both tribes and trial courts, the State Court Administrative Office's Child Welfare Services Division (CWS) embarked on an Indian Child Welfare Act (ICWA) campaign. CWS organized a work group to draft an ICWA Court Resource Guide, the goal of which was to ensure consistent application of that federal law in all trial courts across the state. The work group met four times between September 2008 and May 2009. The final product was published in August 2009, and updated in 2010. The latest version can be found on the Michigan Courts website at:

<http://courts.michigan.gov/scao/resources/publications/manuals/cws/ICWACtResourceGuide.pdf>.



Throughout the work group meetings, several participants expressed their desire to see amendments of the Michigan Court Rules. A separate subcommittee was assembled, and work began on a total overhaul of the court rules with regard to ICWA. As a result of these efforts, new court rules went into effect on May 1, 2010. The 2010 update to the ICWA Court Resource Guide details those amendments.

Previously, only MCR 3.980 mentioned Indian children. Now, the concepts and requirements of ICWA are incorporated into the many court rules that govern child protective proceedings, juvenile justice proceedings, guardianships, and adoptions. Updates to the SCAO court forms were also made. Five regional trainings on the Resource Guide and the ICWA are planned for the summer of 2010. These hands-on trainings will focus on problem-solving by asking teams to work through complicated fact patterns.

The success of the special ICWA work group and its court rules subcommittee prompted CWS to create a new Tribal Court Relations Committee within its Court Improvement Program (CIP) Statewide Task Force. The CIP is funded by three federal grants that CWS utilizes to improve court performance in child protective proceedings. This is achieved through data collection and analysis, extensive training, and special projects and work groups. In addition to new Tribal Court Relations Committee, the CIP has four other permanent committees: Quality and Depth of Hearings, Child and Family Services Review, Quality Representation, and Policy.

This new committee meets monthly. Its work currently focuses on crafting proposed legislation that will ensure compliance with ICWA in all trial court proceedings. Once the committee has a completed work product, it will share the proposals with the 12 federally recognized tribes in Michigan, judicial associations, court associations, the Foster Care Review Board, and national organizations, such as the American Bar Association. The committee then will consider all comments and suggested changes before sending the proposals to the Michigan Legislature.

Questions about SCAO's work regarding ICWA can be directed to Angel Sorrells at sorrellsa@courts.mi.gov.





***A Better World for Kids and Critters
A Better World for Youth and Families***

P.O. Box 25, Bellevue, MI 49021

Phone: 269-965-2117

<http://earthservices.org>

The House Next Door is a unique residential program that was created by Earth Services Director Mike Terpening. It provides a home and other assistance to boys 15-18 years of age who are temporary or permanent state wards due to abuse or neglect, or who come from families in crisis. The House Next Door helps teenage boys to reunite with their families, when possible, and prepares them to re-enter their communities and become successful adults.

The program provides individual and group counseling for the residents, including life skills training and mentoring related to education, employment, money management, and case management. All programs are tailored to the individual needs of each youth in the state-licensed facility.

The House Next Door provides a “home away from home” environment, thanks to the small number of residents and the home décor. Staff and volunteers are available for the boys to guide them, talk with them, provide them with emotional help, encourage them, help with homework, take them to church (if they desire), provide activities outside of the home, and help them with all life skills. In return, residents must do chores and take care of their own spaces, as well as work together as a team. The residents attend the local public school, which gives them the opportunity to connect with the outside world, develop friendships, learn vocational skills, earn credits for graduation, and get involved with extracurricular activities such as sports, arts, and music.

The home also has a special relationship with the Earth Services Farm, which is literally next door. The farm cares for neglected and abused animals such as horses, dogs, cats, ducks, donkeys, goats, and llamas that are brought to the farm for rehabilitation and adoption. The boys in the House Next Door program help out by doing farm chores, grooming animals, and nurturing animals that have been traumatized by neglect and abuse. The residents often form important emotional bonds with the animals. Because they all have gone through similar experiences of fear, anger, rejection, and loneliness, the boys are often important contributors to an animal's rehabilitation and adoption. Residents also take part in weekly horseback riding and dog obedience training.

In addition to community service, the residents can earn extra money by doing specific chores at the farm or even working outside of the home, if they desire. Residents also have the opportunity to earn a driver's license, as age and readiness permits.

Staff and counselors at the facility find it enlightening to see many of the boys accept each other as brothers or friends. When one resident recently underwent open heart surgery, the other boys showed great concern, and some even attended church to pray with him before he was admitted. After the surgery, they provided support by talking to him on the phone or inquiring about him daily. Many caring Earth Services staff members have stayed with this boy at the hospital, and he recently said he just wanted to “come home” to the house and see the other boys, knowing it would make him feel better sooner.

Those involved with The House Next Door are proud of both the program and the progress its residents have made. Whether they are cooking together, assisting an animal, working on a project, or simply playing together, these young people exhibit a sense of extended family. New skills learned and memories made will be with them throughout their lives. Most importantly, they always know that other people care about their welfare and future.

Submitted by Kathy Tersteeg





Royal Family Kids Camps

novi.rfkc.org

"Creating positive memories for abused and neglected children."



Royal Family Kids Camps provide a welcoming, one-week residential camp specially designed to meet the unique needs of abused, neglected, and abandoned children. Michigan camps are located in Bay City, Marine City, Midland, Northville and Novi. In addition to monetary donations, the following items are appreciated for use at the camps:

Bubbles	Plastic Visqueen (clear, 6 mil, 10'x50')
Shaving cream (12 oz cans)	Water balloons (please no dime store variety-they break)
Mini bikes or scooters	Polar bear medals
Plastic colored balls (3" dia.)	Remote-control cars, different frequencies
Electric air pump (for balloons)	Hand air pump with needle (for balls)
Tea cup sets for tea party	Used prom, bridesmaid dresses
Orange juice can lids	
Costumes (latest or current super heroes or anything "cool", not evil, for kids and adults)	
New or gently used high heels (girls and adult sizes)	

If you have questions or would like additional information, please contact:

Heather Grasl
Novi RFKC Childplacement Coordinator
Website: novi.rfkc.org
Email: jgrasl22@comcast.net
Phone: 248.722.5168



School Supplies Needed!

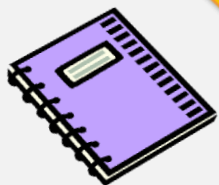


Big Family of Michigan is asking for donations of school supplies for needy foster children throughout Michigan. Donations can be mailed or dropped off:

Mail: Big Family of Michigan, Attn: Jeanne Fowler, 30541 Utica Road, MI 48066.

Drop off: Please contact Jeanne Fowler for details: 248-885-0155. (Items can also be dropped off at the Detroit office of the Foster Care Review Board, 3034 W. Grand Blvd., Ste. 8-400, Detroit, MI 48202, 313-972-3280.)

Additional information is available at www.bigfamilyofmichigan.com. Thank you, as always, for your commitment to the foster children of Michigan.



Big Family of Michigan
Attn: Jeanne Fowler
30541 Utica Road
Roseville, MI 48066
<http://www.bigfamilyofmichigan.org/>



Older Children Need Families, too



Want to learn more about Adoption and Foster Care?

Kinship Adoption Festival

<http://www.mare.org/>

Saturday, September 25, 2010

11:00 a.m. to 3:00 p.m.

Wayne County Community College

Northwest Campus

8200 W. Outer Dr., Detroit, MI

- **Talk with adoption workers**
- **Attend information workshops**
- **Participate in children's activities**
- **Meet some of the Detroit area's waiting children**

Food • Activities • Education • Fun

This event is FREE.

For more information, contact the Michigan Adoption Resource Exchange at 800-589-MARE



**Stop by and see Jeanne Fowler, FCRB
Advisory Committee member and
founder of Big Family of Michigan.
Volunteers are needed to help with arts
and crafts activities. Be a "big kid" and
have some fun!**

National Adoption Day

Saturday, November 21, 2009

<http://www.nationaladoptionday.org/2009/index.asp>



MICHIGAN FOSTER CARE REVIEW BOARD

<http://courts.michigan.gov/scao/services/fcrb/fcrb.htm>

DETROIT OFFICE

Cadillac Place
3034 W. Grand Blvd., Ste. 8-400, Detroit, MI 48202
313-972-3280

Jim Novell
Program Manager

Brenda Baker-Mbacke'
Program Representative

Jeanette Bridges
Program Representative

Kathy Falconello
Administrative Assistant

Earlester Monroe
Program Assistant

Jacqueline Poindexter
Office Assistant

GAYLORD OFFICE

P.O. Box 9
Gaylord, MI 49735
989-732-0494

Kevin Sherman
Program Representative

Amanda Kucharek
Office Assistant

*Please contact Kathy Falconello to
submit articles or to request an
electronic copy of this newsletter:
FalconelloK@courts.mi.gov or
313-972-3288.*

Links of Interest

Adopt Us Kids

<http://www.adoptuskids.org/>

Big Family of Michigan

<http://www.bigfamilyofmichigan.org/>

Child Welfare.com

<http://www.childwelfare.com/index.htm>

Creating Independence and Outcomes (CIAO)
(Foster Youth Demonstration Project)

<http://ciaoproject.editme.com/>

Earth Services

<http://earthservices.org>

Foster Youth in Transition

<http://www.michigan.gov/fyit>

Jim Casey Youth Opportunities Initiative

<http://www.jimcaseyyouth.org>

National Foster Care Review Coalition

<http://nfcrc.net/default.aspx>

Mentor Michigan

<http://www.michigan.gov/mentormichigan>

Michigan Adoption Resource Exchange

1-800-589-MARE

www.adoptionfestival.org

Michigan Assoc. for Foster, Adoptive and
Kinship Parents

<http://www.mafak.msu.edu/>

Michigan Court Improvement Program

<http://courts.michigan.gov/scao/services/cip/cip.htm>

Michigan Federation for Children & Families

www.michfed.org

Voices for Michigan's Children

www.michiganschildren.org